

**AGENDA PAPERS**

**NOTICE OF COUNCIL MEETING**

**Notice is Hereby Given that a Meeting of the Council of Auckland  
University of Technology will be held:**

**AG127 Board Room, AUT North**

**On: Monday, 25 July 2022**

**FROM: 3.30 – 6.00 PM**

**Dr Andrea Vujnovich  
COUNCIL SECRETARY**



## AUCKLAND UNIVERSITY OF TECHNOLOGY COUNCIL

**Chancellor**

**Rob Campbell**  
Appointed by Council

**Pro-Chancellor**

**Sussan Turner**  
Appointed by the Minister of Education

**Members**

**Professor Damon Salesa**  
Vice-Chancellor of the Auckland University of Technology

**Peter Treacy**  
Appointed by the Minister of Education

**Janine Smith**  
Appointed by the Minister of Education

**Sina Wendt**  
Appointed by the Minister of Education

**Sara Youssef**  
Appointed by the Auckland University of Technology Student Association

**Professor Edwina Pio**  
Elected by the Academic Staff of the Auckland University of Technology

**Corrie Cook**  
Elected by the Professional Staff of the Auckland University of Technology

**Renata Blair**  
Appointed by Council

**Leo Foliaki**  
Appointed by Council

**Marama Royal**  
Appointed by Council

# PART A

# OPEN AGENDA



COUNCIL PART A OPEN AGENDA

**Council Agenda Part A (Open Agenda)**  
**Monday 25 July 2022 at 3.30 pm to be held in AG127 Board Room, AUT North**

<b>Karakia</b>		
<b>Mihi – Chancellor</b>		
<b>1. WELCOME, APOLOGIES AND APPROVAL OF AGENDA</b>	The <b>Chancellor moves</b> that the apology from <b>Sussan Turner</b> be <b>noted</b> and that <b>Council approve</b> the assignment of agenda items to Part A and Part B of the Council agenda.	
<b>2. DECLARATION/RECORDING OF ANY INTERESTS</b>	<b>The attention of Members is drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the Agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.</b>	The <b>Chancellor moves</b> that the declarations, if any, be noted and the actions taken be <b>endorsed</b> .
<b>3. CONSTITUTIONAL MATTER, CONFIRMATION OF DEGREES AND POLICY</b>	No report	
<b>4. COUNCIL MEETINGS</b>	<b>4.1 Council Draft Minutes Part A, 30 May 2022</b>  <b>4.2 Matters arising from the Minutes, 30 May 2022 not elsewhere on the Agenda</b>	The <b>Chancellor moves</b> that the draft <b>Minutes Part A, 30 May 2022</b> be taken as <b>read</b> and <b>confirmed</b> .
<b>5. VICE-CHANCELLOR’S REPORT</b>	<b>5. Vice-Chancellor’s Report</b>	The <b>Chancellor moves</b> that the <b>Vice-Chancellor’s Report</b> be <b>received</b> .
<b>6. CHANCELLOR’S REPORT</b>	<b>6. Chancellor’s Report</b>	The <b>Chancellor moves</b> that the <b>Chancellor’s Report</b> be <b>received</b> .
<b>7. REPORTS FROM BOARDS, COMMITTEES AND WORKING GROUPS TO COUNCIL</b>	<b>7.1 Reports and Minutes from the Academic Board 30 May 2022</b>	The <b>Chancellor moves</b> that the <b>Report and Minutes from the Academic Board</b> be <b>received</b> .
	<b>7.2 People and Culture Committee, draft Minutes 18 July 2022</b>	The <b>Chancellor moves</b> that the <b>Council People and Culture Committee draft Minutes, 18 July 2022</b> be <b>received</b> .
<b>8. HEALTH, SAFETY AND WELLBEING REPORT</b>	<b>8. Health, Safety and Wellbeing Reports– May and June 2022</b>	The <b>Chancellor moves</b> that the <b>Health, Safety and Wellbeing Reports for May and June 2022</b> be <b>received</b> .

<b>9. TE TIRITI</b>	<b>No report</b>	
<b>10. STRATEGIC REPORT</b>	<b>10.1 Report from Assistant Vice Chancellor Pacific Advancement, Dr Walter Fraser</b>	The <b>Chancellor moves</b> that the <b>Report from Assistant Vice Chancellor Pacific Advancement, Dr Walter Fraser</b> be received.
<b>11. STUDENT SUCCESS</b>	<b>No report</b>	
<b>12. CORRESPONDENCE REFERRED BY THE CHANCELLOR</b>	<b>No correspondence</b>	
<b>13. OTHER MATTERS FOR DECISION OR NOTING</b>	<b>13.1 Update from AUTSA – verbal</b>	The <b>Chancellor moves</b> that the <b>Update from AUTSA</b> be received.
<b>14. ITEMS MOVED FROM PART B OF THE AGENDA TO PART A AND GENERAL BUSINESS</b>		

**PUBLIC EXCLUSIONS**

The Chancellor moved that the public be now excluded from Part B of this meeting, and that the following matters be discussed without public disclosure. This resolution is made in reliance on section 48(1)(a) of the Local Government Official Information and Meetings Act 1987 and section 9 of the Official Information Act, as the case may require, which would be prejudiced by the holding of the whole or relevant part of the proceedings of the meeting **AND THAT** A Vujnovich, L Williams, and W Lawson, be permitted to remain at this meeting, after the public has been excluded, because of their knowledge of the matters to be discussed in the proceedings while the public are excluded. This knowledge, which will be of assistance in relation to the matters to be discussed, is relevant to these matters because they relate to aspects of the administration of AUT for which those persons are responsible.

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under section 9 of the OIA identified below.	Ground(s) under section 48(1) LGOIMA for the passing of this resolution
15. Council Minutes Part B of the meeting held on 30 May 2022	s 9(2)(b)(ii), s 9(2)(i), 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)
16. Report from AUT Ventures	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
17. Report from AUT Millennium	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
18. Report from AUT Ethics Committee	s 9(2)(a), 9(2)(b)(ii), s 9(2)(i), 9(2)(g)(i)	s7(2)(a), 7(2)(c), 7(2)(j), 7(2)(F)(i), 7(2)(f)(ii)
20. Draft Minutes of Finance and Audit Committee held on 18 July 2022	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	s7(2)(b), 7(2)(h), 7(2)(i), 7(2)(j)
22. Other Business 22.1 Ki Uta ki Tai Student Success Plan	s 9(2)(b)(ii), s 9(2)(g)(i) and s 9(2)(k)	7(2)(f)(i), 7(2)(h), 7(2)(i), 7(2)(j)

<b>PART A</b>	<b>4.1</b>
<b>OPEN AGENDA ITEM</b>	

## **Council Agenda Paper**

Subject: **MINUTES PART A OF THE COUNCIL MEETING HELD ON 30 MAY 2022**

Date: 30 May 2022

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**RECOMMENDATION:**

*THAT THE MINUTES PART A OF THE COUNCIL MEETING HELD ON 30 MAY 2022 BE CONFIRMED AS A TRUE AND CORRECT RECORD.*

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**CONFIDENTIAL**



## MINUTES

### **Council Meeting**

Meeting held Monday 30 May 2022 at 3.30 pm  
Council Room, WA Building, AUT City Campus, 55 Wellesley St East

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**PRESENT:** R Campbell (Chair); S Turner; D Salesa; E Pio; J Smith; R Blair; P Treacy; S Youssef; L Foliaki and C Cook.

**SECRETARY:** A Vujnovich, Council Secretary

**IN ATTENDANCE:** L Williams (Chief Financial Officer and AVC Finance and Infrastructure), K McPherson (Deputy Vice-Chancellor Research), W Lawson (Deputy Vice-Chancellor Academic), P Keiha (PVC Māori Development), D Pinchen (Director, Health Safety & Wellbeing) - for Item 12, B Bundy (Group Director, People & Culture) - for item 12.

For Part A: D Williams (AUT Student/Debate Magazine) and J Hu (AUT Student/Debate Magazine)

**IN APOLOGY:** M Royal

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#### **PART A OPEN AGENDA**

**Renata Blair opened the meeting with a Karakia.**

#### **1 WELCOME, APOLOGIES AND APPROVAL OF AGENDA ITEMS**

*THE CHANCELLOR ACKNOWLEDGED THE PASSING OF JOE HAWKE AND THE SIGNIFICANT CONTRIBUTION OF NGATI WHATUA TO THE WAIROA OF THE UNIVERSITY.*

*THAT AN APOLOGY FOR ABSENCE FROM MARAMA ROYAL BE RECEIVED.*

Resolved

*THAT THE ASSIGNMENT OF AGENDA ITEMS TO PART A AND PART B OF THE COUNCIL AGENDA BE APPROVED.*

#### **2 DECLARATION/RECORDING OF INTERESTS**

The attention of Members was drawn to the Conflicts of Interest Policy and the need to disclose any interest in an item on the agenda of the meeting as set out in Schedule 11, Clause 8 of the Education and Training Act 2020.

Resolved

*THAT THE DECLARATIONS BE NOTED AND THE ACTIONS TAKEN BE ENDORSED.*

### **3 CONSTITUTIONAL MATTER, CONFERMENT OF DEGREES AND POLICY**

#### **3.1 Granting of Qualifications - April 2022**

Received

Memorandum for Granting of Qualifications – April 2022

Resolved

*THAT COUNCIL NOTE THAT THE CHANCELLOR HAS EXERCISED A DELEGATION UNDER THE COUNCIL DELEGATION POLICY AND IN ACCORDANCE WITH THE GENERAL ACADEMIC STATUTE AND SECTION 283 OF THE EDUCATION AND TRAINING ACT 2020 TO:*

- I. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE APRIL 2022 MONTHLY CORPORATE GRANTING ON 13 APRIL 2022.*
- II. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE APRIL 2022 MONTHLY CERTIFICATE AND COP QUALIFICATION CYCLE ON 13 APRIL 2022.*
- III. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE 2022 AUTUMN OFFSHORE GRANTING ON 13 APRIL 2022*

#### **3.2 Granting of Qualifications - May 2022**

Received

Memorandum for Granting of Qualifications – May 2022

Resolved

*THAT COUNCIL NOTE THAT THE CHANCELLOR HAS EXERCISED A DELEGATION UNDER THE COUNCIL DELEGATION POLICY AND IN ACCORDANCE WITH THE GENERAL ACADEMIC STATUTE AND SECTION 283 OF THE EDUCATION AND TRAINING ACT 2020 TO:*

- I. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE MAY 2022 MONTHLY CORPORATE GRANTING ON 18 MAY 2022.*
- II. GRANT QUALIFICATIONS TO THE GRADUANDS ON THE ATTACHED SCHEDULE FOR THE MAY 2022 MONTHLY CERTIFICATE AND COP QUALIFICATION CYCLE ON 18 MAY 2022.*

### **4 COUNCIL MEETINGS AND MINUTES OF PREVIOUS MEETING(S)**

#### **4.1 Minutes of the previous meeting**

Received

Draft Minutes (Part A), of the Special Council meeting held on 26 April 2022

Resolved

*THAT THE MINUTES (PART A) OF THE SPECIAL COUNCIL MEETING HELD ON 26 APRIL 2022 BE TAKEN AS READ AND CONFIRMED AS A TRUE AND CORRECT RECORD WITH AN AMENDMENT TO THE MATTERS ARISING NOTING THAT A MEETING BETWEEN COUNCIL AND THE TEC BOARD SHOULD BE HELD TO DISCUSS RESOURCING.*



#### 4.2 Matters Arising

There were no matters arising from the Minutes (Part A), of the Minutes of 6 December 2021 not elsewhere on the agenda. The Chancellor noted that Council will hold a meeting on the AUT marae at the earliest opportunity.

#### 5 VICE CHANCELLOR'S REPORT

##### Received

Vice Chancellor's Report

##### Noted in discussion

- Samoan language week – all calls received this week will be greeted in Samoan.
- AUT is in good spirits despite the constraints of two years of lockdowns.
- The Vice Chancellor report is using a new format to better meet the needs of Council. Feedback is sought from Council on the new format and will continue to be received as part of the iterative process of improving Council reporting.
- Consistent with the themes of AUT Directions to 2025 the Vice Chancellor has identified five critical strategic priorities to affirm and focus the mahi in support of his vision for AUT:
  - Te Tiriti o Waitangi – advancing our commitment.
  - Excellence and equity in education and research – core mission of AUT.
  - Advancing our sustainability – environmental and financial – To be good ancestor to AUT.
  - Student success – Making sure students realise their academic potential.
  - Maturing university systems and processes – understanding AUT's growth – conscious of how we grow and reasons why.

##### **Vision**

- The Vice Chancellor outlined his work in the first six weeks of his tenure with a focus on getting to know AUT and its whānau and enabling AUT to better know the new Vice-Chancellor.

##### **Work Underway**

###### *Priority 1: Te Tiriti O Waitangi*

- Dr Valance Smith (Assistant Pro Vice-Chancellor Māori Advancement) is leading a coordinated university-wide approach to meeting AUT's obligations under Te Tiriti o Waitangi, having been seconded into the Vice-Chancellor's Office. It was noted that this exciting initiative requires adequate funding to ensure its success and so that individuals are not overly burdened by additional and unreasonable expectations.
- Dr Smith will be welcomed to the next meeting to discuss with Council how he will strategically manage the steering group which will include senior Māori academics. This work will build a programme of cultural capability and is a significant piece of work that has not been as fully addressed before now. The intention is to develop a Tiriti framework that is informed by all faculties and divisions of AUT, and which can be implemented across the university. Students will also have the opportunity to learn about Te Tiriti O Waitangi.
- A paper will be received at the University Executive in two weeks, which will set out the next 12 - 18 months and will be shared with Council.

###### *Priority 2: Excellence and Equity in Education And Research*

- Teaching - academic staff are continuing to conduct the core activity of teaching though a blend of on-campus, online, and hybrid teaching.

*Priority 3: Environmental and Financial Sustainability*

- The year-to-date net surplus variance to budget of \$2.6M reflects the savings and deferred expenditure achieved to offset the lower student derived income than planned.
- The number of international students expected in 2022 is unknown. Borders will open at the end of June at which time visas will begin to be processed. The arrival of international students is unlikely to fundamentally shift AUT's financial position in 2022.

*Priority 4: Student Success*

- Ki Uta Ki Tai (Student Success Plan) update – A taskforce has been created to identify and develop a shared, cohesive, and intentional approach to achieve our ambitions for student achievement, inclusion, and belonging.

*Priority 5: Maturing University Systems and Processes*

- Independent Review progress update - the focus is on implementing the recommendations made in the Independent Review.

Resolved

*THAT THE VICE-CHANCELLOR'S REPORT TO COUNCIL BE RECEIVED.*

**6 CHANCELLOR'S REPORT**

No report

**7 PART A – REPORTS FROM BOARD, COMMITTEES AND WORKING GROUPS OF COUNCIL**

**7.1 Academic Board Reports and Minutes, 28 March 2022**

Received

Academic Board Reports and Minutes, 28 March 2022

Resolved

*THAT THE ACADEMIC BOARD REPORTS AND MINUTES OF THE MEETING HELD ON 28 MARCH 2022 BE RECEIVED.*

**8 HEALTH, SAFETY AND WELLBEING REPORTS**

**8.1 Health, Safety and Wellbeing Report, March and April 2022**

Received

Health, Safety and Wellbeing Report, March and April 2022

Noted in discussion

- In regard to a matter arising in the Finance and Audit Committee meeting minutes of 23 May 2022, CAPEX funding has been agreed on for a web-based HSW risk management platform. Once the platform is implemented, it will house a centralised register of the hazardous substances held, and used on campus. The centralised digital register will be in place by Q3 2022, after which faculties and directorates will incrementally move over to the more effective centralised process, which will be in place by Q4 2022. The existing excel-based inventories and the devolved faculty-led processes will remain until this time.
- The HSW report to Council can be reduced to be a report on high level matters. A more comprehensive and detailed report would be received by Council People and Culture Committee.

- The increased referrals to EAP may reflect the change in providers in the last month. Staff may also be experiencing COVID related anxiety affecting their personal and work relationships and environments which also may account for increased EAP referrals.

Resolved

*THAT THE HEALTH, SAFETY AND WELLBEING REPORT FOR MARCH AND APRIL 2022 BE RECEIVED*

**9 TE TIRITI REPORT**

No Report

**10 STRATEGIC REPORTS**

**10.1 Report from Professor Pare Keiha (PVC Māori Development)**

Received

Verbal report from Professor Pare Keiha (PVC Māori Development)

Noted in discussion

- The early origin of AUT and its development over many years was presented. The generosity of Ngati Whatua was also acknowledged and how this could be recognised and returned in kind.
- The many challenges are experienced by young people from diverse backgrounds was noted which is complicated by the increasing demands of the modern world, a changing and challenging economy and the difficulties presented to many communities with the pandemic. Various ways to give life to Te Tiriti were presented.
- Korero is important, however, a written report is also required by Council which includes qualitative and quantitative data. Some of this data is included in the Vice Chancellor's report as well as in other strategic reports, however, to have a courageous conversation, a written report to Council is needed so questions can be constructed and prepared and options proposed by Council. Council accepts the University's work has significant challenges and Council wishes to enable the work of the University to improve outcomes for our Māori students.
- The different standing of various Iwi with AUT and the different relationships which have developed over time should also be acknowledged and recognised.

Resolved

*THAT VERBAL REPORT FROM PROFESSOR PARE KEIHA (PVC MĀORI DEVELOPMENT) BE RECEIVED*

**11 CORRESPONDENCE REFERRED BY THE CHANCELLOR**

**11.1 Letter from the Free Speech Union dated 3 May 2022**

Received

Letter from the Free Speech Union dated 3 May 2022

Noted in Discussion

- The FSU is a legally registered union and asked to hold a public lecture at AUT City.
- AUT declined to allow the event to proceed as the FSU event was a public lecture, it was advertised to the public as a public event, and was not considered by AUT as a union meeting.
- If the FSU wishes to hold a union meeting, a suitable room will be made available.

Resolved

*THAT THE LETTER FROM THE FREE SPEECH UNION DATED 3 MAY 2022 BE RECEIVED*

## 12 OTHER MATTERS FOR DECISION OR NOTING

### 12.1 Update from AUTSA

#### Received

Verbal Update from Sara Youssef (President of AUTSA)

#### Noted in discussion

- AUTSA is creating a strategy and has sought feedback from senior AUT staff and students. This will be presented to the board of AUTSA at its next AGM.
- There are three main concerns that will be reported to Council at its next meeting:
  - International students who require counselling may not be receiving support - the cost of providing offshore support is also high;
  - Communication with students – there is a high burden of if multiple communications are sent to students and privacy issues need to be considered.
  - Mental health and well-being of student may be an issue where 6 free sessions are provided and more may be needed. This is limited by the University's capacity to provide services with the many challenges in the workplace and in the health and wellness sector.

#### Resolved

*THAT THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA BE RECEIVED.*

## 13 GENERAL BUSINESS AND ITEMS MOVED FROM PART B TO PART A

### RESOLUTION TO EXCLUDE THE PUBLIC

*THAT THE PUBLIC BE NOW EXCLUDED FROM PART B OF THIS MEETING, AND THAT THE FOLLOWING MATTERS BE DISCUSSED WITHOUT PUBLIC DISCLOSURE.*

*THIS RESOLUTION IS MADE IN RELIANCE ON SECTION 48(1)(A) OF THE LOCAL GOVERNMENT OFFICIAL INFORMATION AND MEETINGS ACT 1987 AND THE PARTICULAR INTEREST OR INTERESTS PROTECTED BY SECTION 6 OR SECTION 7 OF THAT ACT OR SECTION 6 OR SECTION 7 OR SECTION 9 OF THE OFFICIAL INFORMATION ACT, AS THE CASE MAY REQUIRE, WHICH WOULD BE PREJUDICED BY THE HOLDING OF THE WHOLE OR RELEVANT PART OF THE PROCEEDINGS OF THE MEETING IN PUBLIC ARE AS FOLLOWS:*

1. *TO PROTECT INFORMATION WHERE THE MAKING AVAILABLE OF THE INFORMATION WOULD BE LIKELY UNREASONABLY TO PREJUDICE THE COMMERCIAL POSITION OF THE UNIVERSITY.*
2. *TO ENABLE THE UNIVERSITY TO CARRY OUT, WITHOUT PREJUDICE OR DISADVANTAGE, COMMERCIAL ACTIVITIES OR NEGOTIATIONS.*
3. *TO PROTECT THE PRIVACY OF PERSONS REFERRED TO IN THE RECOMMENDATIONS AND TO MAINTAIN THE CONFIDENTIALITY OF THOSE RECOMMENDATIONS.*
4. *TO ENABLE FREE AND FRANK DISCUSSIONS.*
5. *TO PREVENT THE DISCLOSURE OR USE OF OFFICIAL INFORMATION FOR IMPROPER GAIN OR ADVANTAGE.*

*AND THAT A VUJNOVICH, L WILLIAMS, K MCPHERSON, W LAWSON BE PERMITTED TO REMAIN AT THIS MEETING, AFTER THE PUBLIC HAS BEEN EXCLUDED, BECAUSE OF THEIR KNOWLEDGE OF THE MATTERS TO BE DISCUSSED IN THE PROCEEDINGS WHILE THE PUBLIC ARE EXCLUDED. THIS KNOWLEDGE, WHICH WILL BE OF ASSISTANCE IN RELATION TO THE MATTERS TO BE DISCUSSED, IS RELEVANT TO THESE MATTERS BECAUSE THEY RELATE TO ASPECTS OF THE ADMINISTRATION OF AUT FOR WHICH THOSE PERSONS ARE RESPONSIBLE.*

General subject of each matter to be considered	Reason for passing this resolution in relation to each matter. The public conduct of each item below would be likely to result in the disclosure of information for which good reason for withholding would exist under the sections of the OIA identified below.	Ground(s) under section 48(1) for the passing of this resolution
15. Council Minutes Part B of the meeting held on 26 April 2022	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
16. Report from AUT Ventures	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
17. Report from AUT Millennium	s 9(2)(b)(ii) and s 9(2)(i)	LGOIMA s48(1)(a)(ii)
18. Report from AUT Ethics Committee	s 9(2)(a), s 2(ba)(ii), s 2(c), s 9(2)(g)	LGOIMA, s48(1)(a)(ii)
20. Report from Council Finance and Audit Committee	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA s48(1)(a)(ii)
21. Items moved from Part A of the Agenda to Part B	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
22. Other Business	s 9(2)(a), s 9(2)(b)(ii), s 9(2)(h), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
22.1 Ki Uta ki Tai Student Success Plan (Draft)	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)
22.2 Approval for a new International Academic Collaboration Agreement	s 9(2)(b)(ii), s 9(2)(i) and s 9(2)(k)	LGOIMA, s48(1)(a)(ii)

Item 4.2 Matters Arising from the Minutes Part A

COUNCIL AGENDA ITEM	ACTION	Who	Status
28 September 2020	<b>7.1 Chancellor's Report</b> <ul style="list-style-type: none"> <li>The Chancellor was pleased with the Council Working Group meeting with Year 13 students and requested to catch up with the same students next year for a follow up.</li> </ul>	Council Secretary	Ongoing- 2021
22 February 2021	<b>5. Vice Chancellor's Report</b> <ul style="list-style-type: none"> <li>In 2021, a Council meeting will be hosted in AUT's whareniui.</li> </ul>	Tumuaki / Dean Te Ara Poutama	Scheduled 26 September 2022
31 May 2021	<b>3.3. Equal Opportunities Policy</b> <ul style="list-style-type: none"> <li>The Treaty of Waitangi should be referenced in the policy or alternatively, expressed in a Council Charter.</li> <li>A paper will be drafted in regard to a policy on Te Titiri and each Council policy should be reviewed at each Annual General meeting.</li> </ul>	Tumuaki / Dean Te Ara Poutama	Council Charter – ongoing  Fourth Quarter 2021
30 August 2021	<b>6.2 Te Tiriti o Waitangi</b> <ul style="list-style-type: none"> <li>The Chancellor working with the Vice-Chancellor will bring a proposal back to Council.</li> </ul>	Vice Chancellor's Office	Ongoing - 2022
28 February 2022	<b>AGM 4.1 Ōritetanga Learner Success</b> <ul style="list-style-type: none"> <li>The TEC asks Council to approve a learner success strategy in the form of a 5-year business plan including tangible goals and milestones. The outline of that business plan should be provided to the TEC by 30 June 2022. This would be a whole of organisation commitment and funded appropriately and aligned with the University's learner success programme. The TEC will support the University if it makes progress and reduce funding if progress is not demonstrated.</li> <li>The TEC requests AUT to work with the TEC on its learner success strategy which is an organisation-wide commitment including all faculties with a clearly articulated parity plan. Council should work with leadership to achieve the key targets.</li> <li>A meeting between Council and the TEC Board should be facilitated to discuss the additional resources required by AUT to meet the objectives of to achieve the outcomes of the AUT strategy.</li> </ul>	Council  Vice Chancellor's Office	Final Draft 5 July - 2022
	<b>9.1 Update from AUTSA</b> <ul style="list-style-type: none"> <li>Students are experiencing stress and anxiety due to COVID related disruptions. Where possible AUTSA supports in-person class options. The format of the delivery of classes could be considered. If possible smaller class sizes could be arranged to accommodate those who prefer on-campus teaching. The emerging pattern of delivery will be monitored, and Council will be updated.</li> </ul>	Vice-Chancellor's Office  Group Director, Student Services and Administration	Ongoing - 2022
28 March 2022	<b>5. Vice-Chancellor's Report</b> <ul style="list-style-type: none"> <li>Council noted that the implications of the drop in EFTS will need to be analysed.</li> </ul>	Vice-Chancellor's Office  CFO	Third quarter – 2022
	<b>8. Health, Safety and Wellbeing Reports</b> <ul style="list-style-type: none"> <li>Some areas of the University are not submitting regular reports and Council noted that this needs to be followed up.</li> <li>In the future, detailed reports should be received by the People and Culture Committee and a briefer report should be received by the Council with the information provided as required.</li> </ul>	Group Director People & Culture  Director Health, Safety & Wellbeing	Second quarter – 2022

	<p><b>13.1 Update from AUTSA</b></p> <ul style="list-style-type: none"> <li>The President of AUTSA also stated that students are requesting more free mental health counselling sessions beyond the six free sessions currently provided. Student Services are to provide a report on its work on student wellbeing to the People and Culture Committee and the AUTSA President is invited to attend this meeting when that report is discussed. The report needs to take into account that students who seek assistance, may not be the ones who need it the most. The data should also take into account, those students who aren't seeking assistance through traditional forms and requires a comprehensive analysis of associated detailed data.</li> </ul>	<p>Group Director, Student Services and Administration</p>	<p>Third quarter – 2022</p>
<p>30 May 2022</p>	<p><b>10.1 Report from Professor Pare Keiha (PVC Māori Development)</b></p> <ul style="list-style-type: none"> <li>Korero is important, however, a written report is also required by Council which includes qualitative and quantitative data. Some of this data is included in the Vice Chancellor's report as well as in other strategic reports, however, to have a courageous conversation, a written report to Council is needed so questions can be constructed and prepared and options proposed by Council. Council accepts the University's work has significant challenges and Council wishes to enable the work of the University to improve outcomes for our Māori students.</li> </ul>	<p>PVC Māori Development</p>	<p>26 September 2022</p>



<b>PART A</b>	<b>5</b>
<b>OPEN AGENDA ITEM</b>	

## Council Agenda Paper

Subject: **VICE-CHANCELLOR'S REPORT**

Date: 15 July 2022

Author: Vice Chancellor

**RECOMMENDATION:**

*THAT THE VICE CHANCELLOR'S REPORT BE RECEIVED*

With AUT mid-way through the timespan of the strategic plan and facing unprecedented financial constraints, we have been reviewing the university's position in relation to its mission. Consistent with the themes of AUT Directions to 2025, Professor Salesa has identified five critical strategic priorities to affirm and focus our mahi in support of his vision for AUT: enabling everyone with academic potential to succeed through our commitment to excellence and equity in education and research for the benefit of individuals, the communities we serve, Aotearoa New Zealand and the planet. As New Zealand's university of technology, committing to the generation, application, and dissemination of knowledge for collective benefit.

The core priorities for 2022 to 2025 are:

- Advancing our Te Tiriti o Waitangi commitments
- Pursuing excellence and equity in education and research
- Advancing our environmental and financial sustainability
- Supporting student success
- Maturing university systems and processes.

**HIGHLIGHTS**

This week students have been on campus for orientation as Semester Two kicks off next week. Our people have worked hard to provide a warm AUT welcome to our students. Their experience, as well as everything else we do at AUT, depends on our staff. Some are tired, and many are sick or dealing with sickness. Several years of workarounds, uncertainty and working in new ways takes its toll, and this requires us to acknowledge our people for going above and beyond to keep the show on the road. We are committed to ensuring we are focused on doing what matters to enable AUT to flourish in a way that is sustainable in every sense, including for our people. This of course is no mean feat given the financial challenge that confronts us, and many hard decisions lie ahead. We will confront these obstacles strategically and systematically, to ensure that AUT is optimally positioned to adapt and thrive despite the adversity.

**Planning Day**

Last week our senior leaders met to review and discuss the three-year plans of AUT's major portfolios, organised through the context of our five top priorities. The integrated approach to business planning



process aligns the work programmes of Faculties and Divisions to ensure that cross-functional projects are appropriately scoped and led and that our responses are coordinated to achieve our collective goals. Work is underway to tackle our financial challenges in a coordinated way that focuses resource where it is most needed.

### **Matariki**

The Kawe Aroha Service of Remembrance on 21 June at the AUT Ngā Wai o Horotiu Marae at the City Campus was a beautiful moment of connection that was very much appreciated by our AUT whānau. Other events included the creation of video content for the AUT Māori Instagram account and the banner below to promote Matariki. The design work of one of our students, Jordan Tane, has become one of the national faces of Matariki, with her widely used Matariki poster series.



## **PRIORITY 1: TE TIRITI O WAITANGI**

*Dr Valance Smith is the leading AUT's response to Te Tiriti o Waitangi*

Dr Valance Smith is leading the development of AUT's response to Te Tiriti o Waitangi. Co-led by OMA and the VC's Office, the Tērā Te Haeata Framework will build Māori cultural capability across staff in a coordinated approach. The Steering Group and Reference Group have already met and several hui are organised to ensure that the plan is complete by September 2022.

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## **PRIORITY 2: EXCELLENCE AND EQUITY IN EDUCATION AND RESEARCH**

### **2.1 Teaching**

Semester Two is beginning once again with some uncertainty as to how Covid will impact our teaching and learning activities. The situation is being carefully monitored and we continue to have discussions about how to best support our students who are impacted by Covid, with the intention of continuing the flexible and responsive approach we have taken over the past two years. There has been significant progress made in restructuring those undergraduate degrees that form part of the Common Curriculum Architecture, which is designed to provide our students with flexibility, choice and opportunities for cross disciplinary experiences. Work continues on aligning our infrastructure to best support the opportunities provided by the Common Curriculum Architecture. We have confirmed with the university that teaching will be conducted as expected, and any changes will be signalled through a single information point.

### **2.2 Research**

	New Research Contracts YTD	
	2022	2021
Value	\$7.18M	\$12M
Number of contracts	57	54

The following is an update on AUT's research grant activity

**Royal Society of New Zealand**

- Six of the seven applications invited to submit a full proposal were submitted on 22 June. The seventh applicant left AUT for a role at Plant and Food, who submitted the application on their behalf.
- One Catalyst seeding awarded in FHES (Sport and Recreation) and one in DCT (ECMS) for NZ-China Scientist Exchange programme.

**Ministry of Business, Innovation and Employment (MBIE)**

- The Research Office has started engaging with researchers for their 2023 bids

**Government**

- Ministry of Health Covid-19 & National Immunization Research Programme RFP – submitted 5 AUT led proposals and collaborated on 1 Otago Polytechnic led proposal. Expecting results end July.

**2.3 Learning Management System (Canvas@AUT)**

Planning for 2023 Course Cycles is currently in progress. There will be two development cycles (with reducing capacity) with Cycle A running from 25th July to 14th Oct, and Cycle B running from 5th September to 25th November.

**2.4 Alumni and external engagement**

- An alumni event in December has been confirmed to commemorate the 50<sup>th</sup> anniversary of the Journalism school.
- The Alumni Connect service continues to experience increased demand, with requests for connection with alumni for the purposes of:
  - Recruitment within schools, including postgraduate
  - Promoting AUT Live
  - Events for alumni to share their knowledge/experience with students.

**2.5 Recruitment and marketing**

This month the focus has been on rounding off the Semester 2 campaign delivery and performance reporting, and the production of AUT LIVE (Open Day), and AUT LIVE international. Creative and content work, webinar development, digital strategies and account management have all played a role in this large body of work that continues into July. Forthcoming events include:

- Get Going, Keep Growing: 2 July, 90 registrations to date
- Art & Design open day: 14 July
- AUT LIVE: 27 August, 922 registrations to date
- AUT LIVE on-demand: 29 August
- AUT LIVE International (online): 28 September
- Māori STEM camp: 12 - 15 October

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**PRIORITY 3: ENVIRONMENTAL AND FINANCIAL SUSTAINABILITY**
**3.1 Financial Performance (detail in Appendix 2)**

The half-year report to June 2022 reflects a net surplus from operations of \$39.3M, which is \$3.9M ahead of budget, driven by the operational savings achieved as a result of the delayed return to campus of students in semester 1, unfilled or delayed staff appointments and reduced direct teaching costs aligned with the current lower student enrolments.

The full year forecast projects a \$5.7M net surplus from operations that is \$3.0M behind budget. The forecast position for 2022 reflects the best estimate of the continuing impact of Covid, with lower than planned domestic enrolments despite the positive results achieved in 2021.

For 2022, management are focused on mitigating the effects of declining enrolments and the overall financial performance. The \$3.9M YTD surplus provides capacity to absorb the forecasted expenditure planned for the remainder of the year to ensure we can mitigate any unforeseen financial pressures and be able to respond to new priorities.

Our strategic retreat began forecasting and planning for 2023, which signalled the challenges we face this year will continue to be present next year. We will update the Council on the basis of firmed forecasts next month.

**3.2 Student enrolment update (detail of EFTS as of 16 May in Appendix 1)**

\*HEAL's new intermediate semester model has required the faculty to temporarily enrol into the general AK3680 Bachelor of Health Science for both Semester 1 and Semester 2, so that they don't lose access to student loans and allowances while they wait for assessments to be finalised this week. Next week, the faculty plan to unenroll students from this generic AK3680 BHealSci and re-enrol them into the named degrees – for both semesters – based on their assessment results. This means that we expect enrolments to be in flux next week to an unprecedented degree i.e., we would normally expect some level of movement in Semester 2 enrolments the week before the semester begins, but not on this scale, and not for both Semesters!

	Domestic SAC		International		Total	
	2022	2021	2022	2021	2022	2021
YTD EFTS	16,435	17,259	1,590	2,020	18,025	19,279
% of target	93%	100%	98%	109%	93%	100%

**Bullet points:**

Year to Date **Domestic SAC** enrolments (2022, compared to the same time in 2021):

Total: down -5% (-824 EFTS)

New to Programme: down -10% (-699 EFTS)

Returning: down -1% (-125 EFTS)

Year to Date **International Full Fee** enrolments (2022, compared to the same time in 2021):

Total: down -21% (-429 EFTS)  
 New to Programme: down -28% (-188 EFTS)  
 Returning: down -18% (-241 EFTS)

Year to Date **Māori Domestic SAC** enrolments (2022, compared to the same time in 2021):

Total: down -1% (-21 EFTS)  
 New to Programme: down -11% (-97 EFTS)  
 Returning: up 8% (+76 EFTS)

Year to Date **Pacific Domestic SAC** enrolments (2022, compared to the same time in 2021):

Total: down -5% (-134 EFTS)  
 New to Programme: down -5% (-70 EFTS)  
 Returning: down -4% (-65 EFTS)

Year to Date **Pre-Degree** enrolments (2022, compared to the same time in 2021):

Total: down -21% (-232 EFTS)  
 New to Programme: down -27% (-248 EFTS)  
 Returning: up 8% (+16 EFTS)

Year to Date **Undergraduate** enrolments (2022, compared to the same time in 2021):

Total: down -4% (-629 EFTS)  
 New to Programme: down -7% (-365 EFTS)  
 Returning: down -3% (-265 EFTS)

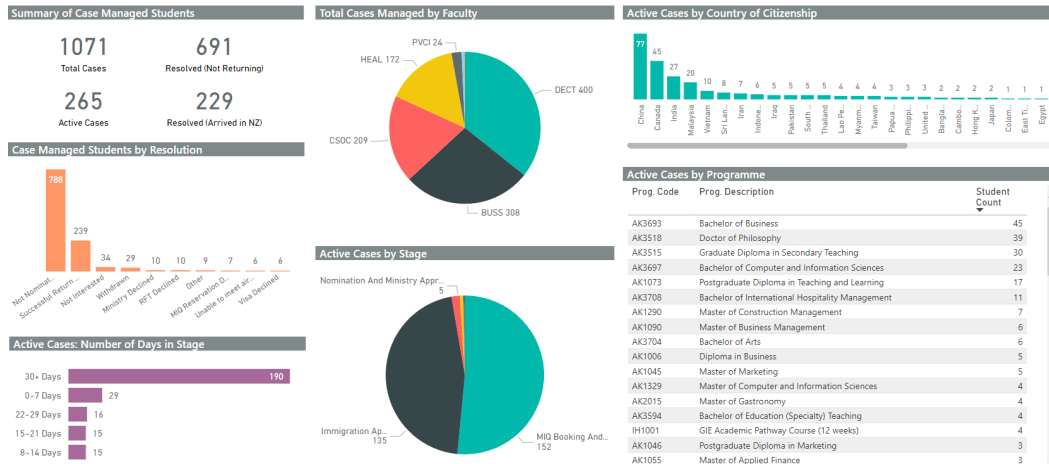
Year to Date **Postgraduate** enrolments (2022, compared to the same time in 2021):

Total: down -10% (-338 EFTS)  
 New to Programme: down -20% (-293 EFTS)  
 Returning: down -2% (-45 EFTS)

### 3.3 International student activity

#### Returning International Students

Two hundred and twenty-nine international students have arrived in New Zealand due to our offshore entry work. There are 265 cases in progress, and work continues to support those active students who were approved to complete the border exception process.



#### International Experience

In collaboration with Tītahi ki Tua (TKT) – AUT Māori Student Association, the Aotearoa stream of international engagement activity was completed with TKT hosting our international students for dinner before transporting those who were interested to the Auckland Stardome Observatory, for a Matariki presentation. This was at no cost to our students and transport was also provided to return students to either South City or North Campuses.

#### **Study Abroad & Student Exchange**

Along with other student visas, Exchange Student Visas will again start to be processed after 31 July. AUT International is preparing for the resumption of inbound and outbound study abroad and exchange programmes for semester one of 2023. AUT students and students from our partner universities will be applying for this study abroad and exchange programmes before the 1 September nomination deadline.

#### **Student Visa Processing:**

Immigration New Zealand will resume all student visa processing 31 July. This will apply to all international students and applicants who have not been nominated for the border class exemption for 5,000 international students. International students studying full-time who begin semester two 2022 online and receive their student visa during semester two are allowed to transition from online learning to face-to-face learning during the semester. This has been approved by all Faculties and has been announced on AUT's website.

#### **Offshore Entry Taskforce:**

**Cohort 3:** AUT has successfully processed 44 students for this cohort; these students have either already booked their flight to New Zealand or have arrived in New Zealand. AUT International and Student Services & Administration are guiding the final students within this cohort through the visa approval process or advising them on next steps.

**Cohort 4:** AUT has been reallocated additional placements within Cohort 4 of the border class exemption. This brings the total placements allocated to AUT for this cohort to 285. 136 of these students have their visas approved and 118 of them have confirmed flights as of 5 July. All placements have been nominated and international students within the cohort are currently undergoing the visa approval process (before the resumption of standard student visa processing) and will gradually begin arriving in New Zealand for face-to-face study in semester 2 2022. Students not nominated in a cohort are being advised to apply through the standard student visa process after 31 July.

### **3.4 Environmental sustainability**

AUT's second Sustainability Report 2021 shows for the first time our progress against our learning and teaching and research targets, within the Sustainability Roadmap; as well as our progress against campus operations. The key points include:

- Improvements in learning and teaching, when compared with 2020, increased in three areas - the number of sustainability focused courses offered, the number students enrolled in sustainability focused courses and the number of sustainability majors or minors offered in 2021;
- The number of SDG related research publications generated by AUT academics has increased by 64 from 2020 to 2021; or from 16% in 2018 to 18% in 2021; and
- AUT met overall CO<sub>2</sub>e emissions, air travel emissions and water consumption targets, primarily because of the impacts of the pandemic, including the campus shut down, fewer people on campus in general, and the restriction on international air travel. Work is underway to sustain these reductions.

The Sustainability Steering Group, chaired by Dr David Hall, has reviewed the Report and it is presented for ELT's review and comment before being made publicly available on our website. A short – one page - version of the report will also be created for our range of stakeholders.

**PRIORITY 4: STUDENT SUCCESS**

**Ki Uta Ki Tai update**

At the end of last week the initial Ki Uta Ki Tai – Student Success submission was made to the Tertiary Education Commission (TEC). The success of our students is a fundamental measure of our success as a university. As you know, Ki Uta Ki Tai defines the ways in which AUT will enable everyone with academic potential to succeed, embodying our commitment to excellence and equity in education and research for the benefit of individuals, the communities we serve, Aotearoa NZ and the planet.

We are now focused on supporting our students' success in Semester Two, recognising the extreme and ongoing disruption of the pandemic to every aspect of life. We are working with the Academic Quality Office to strike the right balance between accommodating the needs of our students while maintaining the necessary quality of achievement.

**PRIORITY 5: MATURING UNIVERSITY SYSTEMS AND PROCESSES**

**5.1 Improving our administration processes**

The Offer of Place document review is near completion. The documents are with Legal Counsel for final approval. The proposal for managing student debt is still out for consultation and will conclude in July. Finally, the review of extraordinary refund processes is also nearly complete, with the documents ready for review by the AVC Governance and SSA Group Director.

The new courses validation process was updated and confirmed with all the Faculty Registrars. Previously all new courses were validated when the request was received from the faculty. The new process seeks approval from the Tertiary Education Commission (TEC) first regarding the respective course fees before validation. Once approved, the courses are validated, and the respective faculty informed. This ensures the course register with TEC is accurate and does not require amendments when students are already enrolled. The 2023 new course approval process is expected to commence in September 2022. -

**5.2 Visa Management**

Visa management activities concluded for the majority of both new and returning international students for Semester One, with a few exceptions for students whose visas expired outside of the standard dates, most of whom were enrolled in doctoral programmes. These applications are still being processed by Immigration New Zealand (INZ). Planning also commenced for Semester Two visa management activities for both new and returning students.

**5.3 Staff diversity statistics (June 2022)**

Staff count		Occupation	
2,141.2 FTE		Academic 1,021 (47.7%)	Professional 1,119.7 (52.3%)
Gender		Annual Turnover Rate	
Female	58.6%	6.4%	13.1%
Male	40.1%		
Gender diverse 0.5% Not disclosed 0.7%			
Ethnicity			

Academic (47.2%)				Professional (52.8%)			
<b>NZ European</b>	17.9%	<b>Other</b>	1.5%	<b>NZ European</b>	17.9%	<b>Other</b>	1.8%
<b>Asian</b>	8.5%	<b>Undeclared</b>	3.5%	<b>Asian</b>	14.5%	<b>Undeclared</b>	4.4%
<b>European</b>	8.8%			<b>European</b>	4.8%		
<b>Māori</b>	3.3%			<b>Māori</b>	2.7%		
<b>Pacific</b>	1.8%			<b>Pacific</b>	4.4%		

#### 5.4 Places and spaces

During the reporting period, the Estates Group was focused on the following key areas:

- A1 Project implementation.
- WT Exit programme implementation.
- Active management of all property and services-related risks within resource constraints and increasing COVID absences.
- Implementation of the Estates Business Plan 2022 and working on the Estates Property Strategy.

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## Appendix 1: Enrolments

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### 2022 EFT Progress to Target Monitoring Report

1. EFTS compared to Target EFTS

	Likely and Confirmed				Progress		Needed		Achieved after PYTD
	2022	2021	Growth	Target	2022	2021	2022	2021	
Domestic SAC	16,233.32	17,030.93	-4.7%	17,386.53	93.4%	100.1%	1,153.20	-20.02	4.40
Int Full Fee	1,594.84	2,042.33	-21.9%	1,615.49	98.7%	110.0%	20.65	-185.06	127.40
International SAC	242.30	254.69	-4.9%	304.75	79.5%	78.3%	62.45	70.53	32.16
Domestic Other	250.28	209.13	19.7%	236.28	105.9%	69.4%	-14.00	92.37	68.80
International Other	237.32	214.45	10.7%	367.47	64.6%	88.4%	130.15	28.25	133.36
<b>Total AUT</b>	<b>18,558.06</b>	<b>19,751.53</b>	<b>-6.0%</b>	<b>19,910.52</b>	<b>93.2%</b>	<b>100.1%</b>	<b>1,352.46</b>	<b>-13.92</b>	<b>366.12</b>
South Domestic SAC	1,769.94	2,160.11	-18.1%	2,480.90	71.3%	85.8%	710.96	356.31	-4.15
South Int Full Fee	30.09	46.02	-34.6%	23.23	129.5%	110.7%	-6.86	-4.43	1.62

2. Total AUT EFTS by Intake Type and Award Level

	2022 Likely and Confirmed				Growth	2021 Likely and Confirmed			
	%	New	Returning	Total		%	New	Returning	Total
Pre-Degree	4.9 %	680.18	225.14	905.32	-20.1 %	5.7 %	925.47	207.68	1,133.15
Undergraduate	78.1 %	5,207.03	9,290.49	14,497.51	-4.1 %	76.5 %	5,572.10	9,540.59	15,112.69
Postgraduate	16.6 %	1,167.64	1,917.27	3,084.91	-10.5 %	17.4 %	1,474.27	1,971.30	3,445.57
Not Categorised	0.4 %	51.86	18.46	70.32	17.0 %	0.3 %	24.23	35.89	60.12
<b>Total</b>		<b>7,106.70</b>	<b>11,451.36</b>	<b>18,558.06</b>	<b>-6.0 %</b>		<b>7,996.07</b>	<b>11,755.46</b>	<b>19,751.53</b>

3. International Student View EFTS

	2022 Likely and Confirmed				Growth	2021 Likely and Confirmed			
	%	New	Returning	Total		%	New	Returning	Total
Pre-Degree	4.1 %	51.88	32.21	84.08	-26.0 %	4.5 %	92.00	21.61	113.61
Undergraduate	61.3 %	302.41	968.39	1,270.80	-13.6 %	58.6 %	364.32	1,106.31	1,470.63
Postgraduate	34.4 %	196.84	516.47	713.32	-22.6 %	36.7 %	326.12	595.41	921.53
Not Categorised	0.3 %	5.81	0.44	6.25	9.6 %	0.2 %	5.29	0.42	5.71
<b>Total</b>		<b>556.94</b>	<b>1,517.51</b>	<b>2,074.45</b>	<b>-17.4 %</b>		<b>787.72</b>	<b>1,723.75</b>	<b>2,511.47</b>



4. Domestic Student Achievement Component (SAC) EFTS compared to AUT Finance Budget

	Likely and Confirmed EFTS				Progress		Needed		Achieved after PYTD
	2022	2021	Growth	Target	2022	2021	2022	2021	
BEL	2,855.81	3,092.67	-7.7%	3,210.28	89.0%	95.9%	354.47	133.08	85.89
CSOC	2,278.67	2,565.88	-11.2%	2,539.16	89.7%	98.3%	260.48	44.26	-24.93
DECT	4,273.14	4,601.00	-7.1%	4,570.26	93.5%	99.3%	297.12	31.94	-6.81
HEAL	6,546.18	6,372.99	2.7%	6,632.48	98.7%	104.1%	86.29	-249.35	-51.41
TEAP	278.85	398.33	-30.0%	353.19	78.9%	125.8%	74.35	-81.68	1.51
<b>Total</b>	<b>16,233.32</b>	<b>17,030.93</b>	<b>-4.7%</b>	<b>17,386.53</b>	<b>93.4%</b>	<b>100.1%</b>	<b>1,153.20</b>	<b>-20.02</b>	<b>4.40</b>

5. International Full Fee EFTS compared to AUT Finance Budget

	Likely and Confirmed EFTS				Progress		Needed		Achieved after PYTD
	2022	2021	Growth	Target	2022	2021	2022	2021	
BEL	558.02	763.18	-26.9%	703.77	79.3%	117.9%	145.75	-116.04	96.31
CSOC	333.40	372.32	-10.5%	255.79	130.3%	127.2%	-77.61	-79.51	2.60
DECT	494.28	635.02	-22.2%	463.47	106.6%	98.4%	-30.81	10.30	22.14
HEAL	194.91	250.84	-22.3%	151.56	128.6%	107.8%	-43.35	-18.14	3.95
TEAP	8.60	15.89	-45.9%	11.78	73.0%	188.3%	3.18	-7.45	0.61
PVCI	5.63	5.09	10.7%	29.13	19.3%	16.5%	23.50	25.77	1.79
<b>Total</b>	<b>1,594.84</b>	<b>2,042.33</b>	<b>-21.9%</b>	<b>1,615.49</b>	<b>98.7%</b>	<b>110.0%</b>	<b>20.65</b>	<b>-185.06</b>	<b>127.40</b>

13. Māori and Pacific Domestic SAC EFTS by Intake Type and Award Level

	2022 Likely and Confirmed					Growth	2021 Likely and Confirmed				
	%	New	Returning	Total	%Dom		%	New	Returning	Total	%Dom
<b>Māori</b>											
Pre-Degree	5.3 %	77.69	22.50	100.19	13.0%	-16.4 %	6.3 %	98.18	21.67	119.85	12.3%
Undergraduate	83.9 %	644.19	935.57	1,579.75	12.0%	-0.2 %	83.1 %	697.51	884.66	1,582.17	11.6%
Postgraduate	10.8 %	89.03	113.52	202.55	9.0%	0.7 %	10.6 %	114.83	86.40	201.22	8.3%
<b>Total</b>		<b>810.90</b>	<b>1,071.59</b>	<b>1,882.49</b>	<b>11.6%</b>	<b>-1.1 %</b>		<b>910.52</b>	<b>992.72</b>	<b>1,903.24</b>	<b>9.6%</b>
<b>Pacific</b>											
Pre-Degree	7.3 %	166.00	40.88	206.88	26.8%	-23.7 %	9.1 %	228.25	42.90	271.15	27.8%
Undergraduate	85.0 %	981.19	1,445.38	2,426.56	18.4%	-1.6 %	82.9 %	964.08	1,501.19	2,465.28	18.1%
Postgraduate	7.7 %	104.05	115.90	219.95	9.7%	-7.6 %	8.0 %	121.49	116.58	238.07	9.8%
<b>Total</b>		<b>1,251.24</b>	<b>1,602.16</b>	<b>2,853.39</b>	<b>17.6%</b>	<b>-4.1 %</b>		<b>1,313.82</b>	<b>1,660.67</b>	<b>2,974.49</b>	<b>15.1%</b>

## Appendix 2: Financial Performance – Current Year

### Appendices to Vice Chancellor's Report

#### 1. Financial Performance – Current Year

As at  
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##### June 2022 (refer item 5.1)

\$000s	Year to Date (\$000s)			Full Year (\$000s)		
	Actual	Budget	Variance	Forecast	Budget	Variance
Income	221,504	226,418	(4,914)	409,275	421,567	(12,292)
Expense	181,257	189,610	8,353	401,147	410,085	8,937
<b>Surplus before interest</b>	<b>40,247</b>	<b>36,808</b>	<b>3,439</b>	<b>8,128</b>	<b>11,482</b>	<b>(3,355)</b>
Interest	933	1,382	449	2,405	2,764	360
<b>Net surplus</b>	<b>39,314</b>	<b>35,426</b>	<b>3,888</b>	<b>5,723</b>	<b>8,718</b>	<b>(2,995)</b>

##### Comment

The half year report to June 2022 reflects a net surplus from operations of \$39.3M, which is \$3.9M ahead of budget, driven by the operational savings achieved as a result of the delayed return to campus of students in semester 1, unfilled or delayed staff appointments and reduced direct teaching costs aligned with the current lower student enrolments.

The full year forecast projects a \$5.7M net surplus from operations that is \$3.0M behind budget. The forecast position for 2022 reflects the best estimate of the continuing impact of Covid, with lower than planned domestic enrolments despite the positive results achieved in 2021.

For 2022, management are focused on mitigating the effects of declining enrolments and the overall financial performance. The \$3.9M YTD surplus provides capacity to absorb the forecasted expenditure planned for the remainder of the year to ensure we can mitigate any unforeseen financial pressures and be able to respond to new priorities.

TEC Financial Covenants	2022 Year-end Forecast		
	FY Forecast	TEC	Outcome
Max commercial debt borrowings \$000s	\$70,688	\$220,000	On target
Max aggregate financing \$000s	\$81,942	\$243,000	On target
Max Debt / Debt + Equity Ratio	8%	30%	On target
Max Debt / Net Cash Flow Ratio	1.42	3.00	On target
Max Debt / Total Revenue Ratio	20%	55%	On target
Min Net Surplus Ratio	1.4%	>0.0%	On target
Min Cash Flow from Operation Ratio	116%	113%	On target
Min Interest Cover Ratio	3.38	Suspended until 2026	
Min Liquidity Ratio	43%	2%	On target

##### Comment

All TEC financial covenants are projected to be met in 2022.

**Financial Performance 2022 YTD Compared to 2021 YTD**

\$000s	Year to Date (\$000s)		
	2022	2021	Variance
Income	221,504	218,923	2,581
Expense	182,190	179,610	(2,580)
<b>Net surplus</b>	<b>39,314</b>	<b>39,313</b>	<b>1</b>

Higher **year-to-date income** compared to the same period last year is driven by timing noting that semester one in 2022 began in February, but semester one in 2021 started in March.





Higher **year-to-date expense** compared to the same period last year is driven by higher salary costs, student support expenses and IT support expenses.

Overall, the **year-to-date net surplus** is \$1K above the same last year but as noted is mainly a timing driven impact with some additional Covid response activities continuing at the start of 2022.

## Appendix 3: Canvas Project Report

Project Name: LMS Implementation  
 Reporting Date: 20<sup>th</sup> June 2022  
 Circulation: LMS Implementation Steering Group, Project File  
 Author: Tim Alcock, Project Manager

### Project Status Summary

	<u>Project Progress</u> On Schedule.		<u>Project Budget</u> On Budget.		<u>Project Resources</u> Monitoring Project resources.		<u>Project Risks</u> Monitoring support calls through course life cycle.
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Development of the 2022 Courses is now in the final stage with development cycle 5b completing as planned on the 10<sup>th</sup> June. This brings the total number of courses developed to 1676 with a further 164 courses currently being developed.

Planning for 2023 Course Cycles is currently in progress. Due to limited capacity within the project team priority will be given to confirmed Semester 1 2023 courses where the Course leads are known and have availability to work with the team. There will be two development cycles (with reducing capacity) Cycle a running from 25<sup>th</sup> July to 14<sup>th</sup> Oct, and Cycle b running from 5<sup>th</sup> September to 25<sup>th</sup> November.

A focus across the University at present is around Assessments and Grading. A huge amount of work is being undertaken by the faculties in cross checking that Canvas and Arion Assessment set ups are aligned in advance of actual grading. Support sessions are being run for both professional staff and academic staff.

Support questions continue to follow a similar pattern to any Semester, albeit with higher volumes due to more users being unfamiliar with the Learning Management System and the 'newness' of the digital resources. The focus of questions remains around Assessments and Marking functionality.

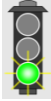

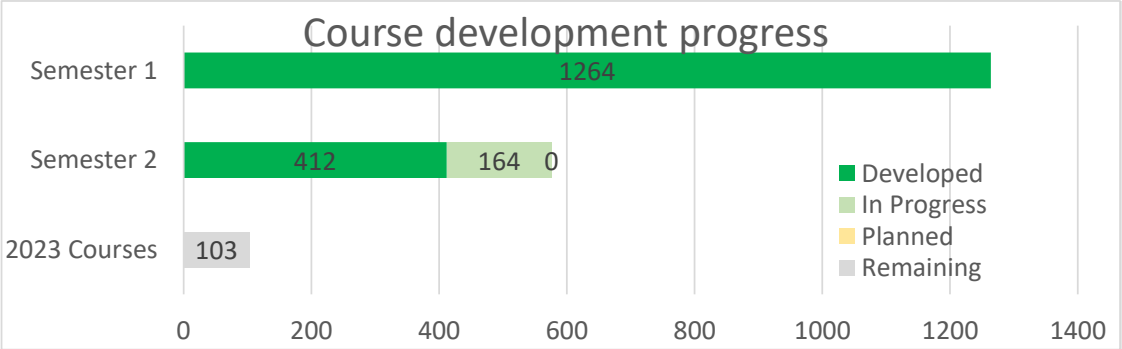
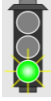
A new integration with Syllabus+ (timetabling system) is in being developed to populate the Canvas calendars at the section (stream) level with the Syllabus+ bookings.

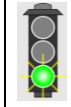
### Key Milestones

Milestone	Status	Baseline Date	Target date	Notes
Canvas Contract Agreed	empl			
Environments Commissioned	empl			
Development Resources confirmed	empl		<del>3/3/21</del>	
Baseline Curriculum workload confirmed	empl		<del>10/3/21</del>	
Baseline Canvas configuration completed	empl		<del>24/3/21</del>	
Project team training completed	empl		<del>7/4/21</del>	
Curriculum development cycle 1 completed	empl	<del>14/6/21</del>	<del>2/7/21</del>	Cycle 1a completed on 2/7/21, Cycle 1b completed 6/8/21.
Curriculum development cycle 2 completed	empl	<del>23/8/21</del>	<del>10/9/21</del>	Cycle 2a completed on 10/9/21 and 2b completed on 15/10/21.

Curriculum development cycle 3 completed	empl	1/11/21	19/11/21	Cycle 3a completed on 19/11/21. Cycle 3b completed on 18/10/21
Blackboard content migrated	empl		31/3/22	Extension provided by Instructure. 2020/2021 courses migrated (20/6).
Curriculum development cycle 4 completed	empl	14/2/21	25/2/22	Cycle 4a completed on 18/2/22 Cycle 4b completed on 25/2/22
Cut Over to Canvas	empl		25/2/22	
Curriculum development cycle 5 completed	empl	25/4/22	6/5/22	Cycle 5a completed on 6/5/22 Cycle 5b completed on 10/6/22
Curriculum development cycle 6 completed	WIP	4/7/22	15/7/22	Cycle 6a started on 9/5/22

**Project Status by Stream**

	<p><u>LMS technical Implementation.</u></p> <p>Course Roll-over for Semester 2 has been completed.</p> <p>Support for the Arion Grades integrations continues. The Faculty teams are working on checking that the Arion and Canvas Assessment structures are aligned.</p> <p>A new integration is being developed between Syllabus+ (timetabling system) and Canvas. The integration will transfer Syllabus+ bookings (classes, tutorials, workshops) to the corresponding Canvas Course Section (stream) Calendar in line with the current Syllabus+ / Student App integration. The Integration should be available for testing in the next week or so with a view to implementing ready for Semester 2.</p> <p>The Canvas environment continues to perform well with no significant issues reported.</p>																				
	<p><u>Curriculum Development.</u></p> <p>Development of the 2022 Courses is now in the final stage with development cycle 5b completing as planned on the 10<sup>th</sup> June (208 courses). This brings the total number of courses developed to 1676 with a further 164 courses currently being developed in cycle 6, planned for completion on 15<sup>th</sup> July.</p> <p>In addition to the 1676 courses developed by the project team, 389 further courses have been transferred to Canvas as 'no development' courses.</p> <p>There have been further resignations in the Project team reducing the project team's capacity to support the 2023 cycle. The impact on cycle 6 courses is currently being managed.</p> <p>Planning for 2023 Course Cycles is currently in progress. Due to limited capacity within the project team priority will be given to confirmed Semester 1 2023 courses where the Course leads are known and have availability to work with the team. There will be two development cycles (with reducing capacity) Cycle a running from 25<sup>th</sup> July to 14<sup>th</sup> Oct, and Cycle b running from 5<sup>th</sup> September to 25<sup>th</sup> November.</p> <div data-bbox="261 1272 1377 1619">  <table border="1"> <caption>Course development progress</caption> <thead> <tr> <th>Category</th> <th>Developed</th> <th>In Progress</th> <th>Planned</th> <th>Remaining</th> </tr> </thead> <tbody> <tr> <td>Semester 1</td> <td>1264</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Semester 2</td> <td>412</td> <td>164</td> <td>0</td> <td>0</td> </tr> <tr> <td>2023 Courses</td> <td>0</td> <td>0</td> <td>0</td> <td>103</td> </tr> </tbody> </table> </div>	Category	Developed	In Progress	Planned	Remaining	Semester 1	1264	0	0	0	Semester 2	412	164	0	0	2023 Courses	0	0	0	103
Category	Developed	In Progress	Planned	Remaining																	
Semester 1	1264	0	0	0																	
Semester 2	412	164	0	0																	
2023 Courses	0	0	0	103																	
	<p><u>Blackboard migration.</u></p> <p>The technical migration of 2020 / 2021 Blackboard content to Canvas by Instructure has been completed. The majority of 2020 and 2021 courses have been migrated. Instructure are reviewing courses that failed to migrate to assess whether they can identify a way to migrate them.</p>																				



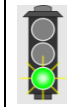
**Change management**

Semester 2 cut-over planning is underway. In line with the principle of 'embedding and reinforcement' the Project Change management focus is on supporting the business operations in the activities and communications of a semester cut-over. Acknowledging Semester 2 will be the first time some academics will be using Canvas as the LMS, support structures and drop-in sessions are being arranged similar to those employed at the Semester 1 cut-over.

In preparation for the project close, a student survey (similar to the Student Voice - Learning Management System Review undertaken in July 2019) is being planned with the assistance of the Strategy Lab – Strategy and Planning.

Use of Canvas support remains strong with over 220 cases raised and resolved over the last month, 126 of which came from Students.

**Financial Summary**



Financial Summary : Project forecasts slight underspend (\$38K).

Figures @ May 22 month end

	2021 Spend ('000)	2022 Spend Todate ('000)	2022 F/cast to go ('000)	Total 2022 ('000)	Project Total ('000)
LMS Course Development (faculty)	\$ 2,281	\$ 1,733	\$ 1,830	\$ 3,563	\$ 5,844
LMS champions (faculty)	\$ 210	\$ 90	\$ 150	\$ 240	\$ 450
LMS Course Development Staff	\$ 2,411	\$ 1,614	\$ 1,896 <i>*note 1</i>	\$ 3,510	\$ 5,921
LMS Project Management Cost	\$ 330	\$ 149	\$ 189	\$ 338	\$ 668
LMS technical implementation	\$ 272	\$ 31	\$ 120	\$ 151	\$ 423
LMS Non-Staffing resources / cost	\$ 525	\$ 14	\$ 953 <i>*note 2</i>	\$ 967	\$ 1,492
<b>Total</b>	<b>\$ 6,029</b>	<b>\$ 3,631</b>	<b>\$ 5,138</b>	<b>\$ 8,769</b>	<b>\$ 14,798</b>
Budget 2021	\$ 6,970				
Variance 2021	\$ 941	14%			
Budget 2022				\$ 7,866	
Variance 2022				-\$ 903	-11%
Overall Budget					\$ 14,836
Overall Variance					-38 0%

*note 1* Includes Accrual for Holiday Pay

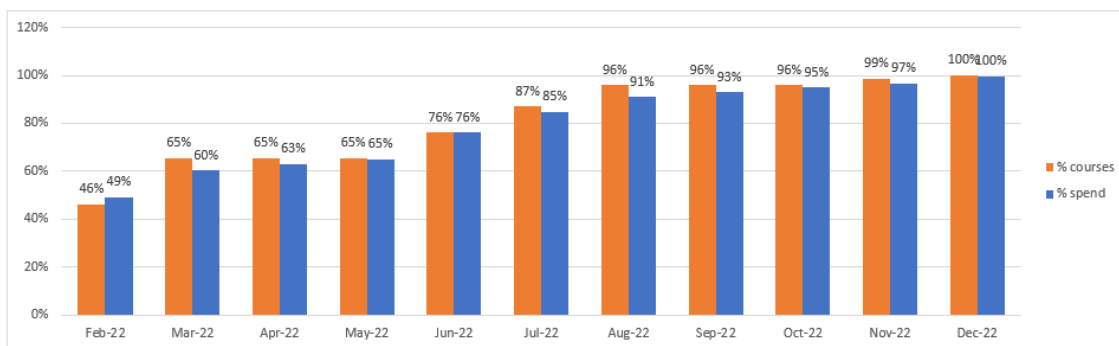
*note 2* Includes contingency of \$700K

**Breakdown of 2022 spend & forecast to go:**

Item	Category	2022 Spend todate \$'000	Forecast spend \$'000
cycle 3b	Academic	\$ 500	
cycle 4a	Academic	\$ 749	
	Champions	\$ 45	
	Staff	\$ 290	
cycle 4b	Academic	\$ 484	
	Champions	\$ 45	
	Staff	\$ 316	
Semester 1 Support	Staff	\$ 220	
cycle 5a	Academic	\$	640
	Champions	\$	60
	Staff	\$ 412	\$ -
cycle 5b	Academic	\$	626
	Champions	\$	45
	Staff	\$ 202	\$ 243
Cycle 6	Academic	\$	564
	Champions	\$	45
	Staff	\$ 88	\$ 352
Semester 2 support	Staff	\$	230
2023 cycle	Staff	\$	330
No Devs	Staff	\$ 86	\$ 31
Project Close	Staff	\$	112
Staff accruals	Staff	\$	598
PM/CM/PC	Project ma	\$ 149	\$ 189
Technical Development	Tech Dev	\$ 31	\$ 120
Project hardware	Resource	\$ 7	\$ 225
Misc expense	Resource	\$ 7	\$ 28
Contingency	Contingency	\$	700
<b>Total</b>		<b>\$ 3,631</b>	<b>\$ 5,138</b>

**Comparison of spend vs course completion**

	Actual				Forecast						
	Feb-22	Mar-22	Apr-22	May-22	Jun-22	Jul-22	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22
courses	887	1261	1261	1261	1466	1676	1846	1846	1846	1901	1926
% courses	46%	65%	65%	65%	76%	87%	96%	96%	96%	99%	100%
Spend	\$7,305,152	\$8,934,106	\$9,322,886	\$9,659,110	\$11,278,904	\$12,564,984	\$13,501,903	\$13,793,805	\$14,084,706	\$14,329,992	\$14,797,416
% spend	49%	60%	63%	65%	76%	85%	91%	93%	95%	97%	100%





**Key Issues & Risk Analysis**

Risk / Issue	I / R	Status	Prob.	Impct.	Action(s)
Unexpected occurrence on initial use of system functions	R	Action	M	H	Define potential issues / responsibilities / responses. Ensure support Channels have emergency processes in place.
Project capacity cannot meet need for Semester 2 courses, due to staff leaving contract early	R	Action	M	M	Planning for later cycles to be based on 75% capacity. Extending some project staff contracts beyond core development timelines to improve retention rates across core development timeframe.
Grades integration does not work as expected	R	Action	M	H	Provide faculties with test environment to confirm Grade process / settings prior to usage in Production. Resolve test issues prior to main grades integration usage. Faculty staff checking Arion / Canvas assessment alignment.

**Key activities / Milestones for next month**

The following activities / Milestones are planned for over the next month:

- Complete Cycle 6 course development.
- Implement calendar integration.
- Semester 2 cut-over support.
- Confirm Cycle 2023 plans.
- Plan student / staff surveys.

## Appendix 4: University key performance indicators – Progress report

### 6 July 2022

AUT has a new Statement of Service Performance in place from 2022, established as part of Investment Plan 2022-2024. It retains many of the KPIs from the previous Investment Plan and introduces several new measures designed to better understand the impact of AUT's teaching, research, and community engagement actions. Each KPI relates to at least one of the key themes of *AUT Directions*

- Theme 1 Creating exceptional learning experiences
- Theme 2 Discovery and application of knowledge for wellbeing and prosperity
- Theme 3 Responding to our place in the world
- Theme 4 Building our position as New Zealand's university of technology
- Theme 5 Being a great place to work and learn

KPIs	Theme(s)	Target 2022	YTD 2022	YTD 2021	Actual 2021	Notes
3. Proportion of bachelors graduates who completed work-integrated learning while studying	1, 4	90%	91%	76%	90%	On target
5. Course completion rate for students from areas with high deprivation scores	1, 3	77%	81%	83%	77%	YTD result only includes a small proportion of Semester 1 grades so is subject to change
6. Number of quality-assured research outputs	2	Annual increase	724	807	2,048	Below last year
7. Proportion of research-active academic staff	2	Annual increase	38%	40%	57%	Below last year
8. Value of new research contracts signed	2,4	Annual increase		\$9.99M	\$18.6M	Below last year
9. Proportion of outputs with an international co-author	2, 3	Annual increase	59%	n/a	59%	Below target
10. Ranking amongst NZ universities for field citation ratio	2,4	Top-four placing	Second	n/a	Second	On target. Based on 2019 publications (used for the 2022 reporting year), AUT's FCR is 2.59, above the sub-sector average of 2.37
11. Number of media articles using AUT staff as expert voices or highlighting AUT research	2,4	>1,000	618	928	1,475	
12. Number of Māori graduates from bachelors degrees	1, 3	Annual increase	24	29	305	

KPIs	Theme(s)	Target 2022	YTD 2022	YTD 2021	Actual 2021	Notes
13. Number of Māori students in research programmes	2,3	Annual increase	118	93	113	Achieved
14. Number of Pacific graduates from bachelors degrees	1, 3	Annual increase	51	43	440	
15. Number of Pacific students in research programmes	2, 3	Annual increase	77	76	93	
16. Number of EFTS at South Campus	3, 5	Annual increase	1,688	2,086	2,223	Below target; unlikely to achieve based on past enrolment trends

**Results still to come**

KPI	Theme(s)	Target 2022	Actual 2021	Source	Available
1 Proportion of students who would recommend their programme of study	1	81.5%	82%	Annual Programme Survey	Annually (December)
2. Proportion of students who are satisfied with teaching quality	1	83%	82.5%	Annual Programme Survey	Annually (December)
4. Proportion of available graduates who are working full time	1	81%	80.5%	Annual Graduate Survey	Annually (December)



<b>PART A</b>	<b>6</b>
<b>OPEN AGENDA ITEM</b>	

## **Council Agenda Paper**

Subject: **CHANCELLOR'S REPORT**

Date: 25 July 2022

Author: Chancellor

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE CHANCELLOR'S REPORT*

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<b>Part A</b> <b>OPEN AGENDA</b> <b>ITEM</b>	<b>7.1</b>
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## **Council Agenda Paper**

Subject: **REPORT AND MINUTES FROM THE ACADEMIC BOARD**

Date: 8 July 2022

Author: Felecity Reid, Acting Deputy Vice Chancellor - Academic

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE ACADEMIC BOARD REPORT AND MINUTES OF THE MEETING HELD ON 30 MAY 2022*

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The Minutes are in the Supplementary Papers

## Academic Board Report to Council

Meeting held 30 May 2022

### Strategic Matters and Policy Developments

- **Tērā te haeata**  
An overview of the tērā te haeata project was provided by Dr V Smith. The three phases of the project and the role of an external provider were outlined.
- **Ki Uta Ki Tai Update**  
The Vice-Chancellor highlighted the importance of the student success plan given the high proportion of students from Decile 1 schools who enter the University. He outlined the six areas of focus within the plan: responding to te Tiriti; governance; building cultural capability; transition to university for all students; adoption of a whole of university service model; and, delivery of integrated, targeted academic support.

### Committees of Academic Board

- Academic Board supported proposals put forward in a paper 'Towards a Framework of Excellence for AUT's Research Entities'.
- Academic Board ratified the approval by Chair's action of one proposal for the restructure of the Bachelor of Science for submission to CUAP Round 1 2022.
- Academic Board approved changes to the Terms of Reference for the Programme Approval and Review Committee.

### Other

- Academic Board approved amendments to the General Academic Statute to align with a recent CUAP decision. The requirement that students enrolled in conjoint programmes meet a minimum standard in each year of study in order to progress has been removed.



Part A OPEN AGENDA ITEM	7.2
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## Council Agenda Paper

Subject: **DRAFT MINUTES OF THE COUNCIL PEOPLE AND CULTURE COMMITTEE MEETING HELD ON 18 JULY 2022**

Date: 18 July 2022

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE DRAFT MINUTES OF THE COUNCIL PEOPLE AND CULTURE COMMITTEE MEETING HELD ON 18 JULY 2022*

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## MINUTES

### **Council People and Culture Committee**

Meeting held Monday 18 July at 12.00 pm  
Council Room, Level 7, AUT City Campus

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<b>PRESENT:</b>	J Smith (Chair) (In Teams), D Salesa, R Campbell and S Wendt (In Teams)
<b>SECRETARY:</b>	A Vujnovich, Council Secretary
<b>IN ATTENDANCE:</b>	B Bundy (Group Director, People and Culture) For item 4.1: D Pinchen (Director, HSW) For items 4.4(a), 4.4(b): D Shanta (Director, HR Business Partnering) For items 3.2(a), 4.2(b), 4.4(d) K Birch (Director, Talent & Culture) –(In Teams) For item 5.2: J Scarbrough (Group Director, SSA)

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#### **1 OPENING OF THE MEETING, WELCOME AND APOLOGIES**

The Chair opened the meeting with a Karakia. The Chair thanked the management group for preparation of the papers and acknowledged the Committee which received late agenda papers.

The Chair acknowledged that agenda papers and timeliness will develop with maturity of the work of the Committee and management's contribution to that.

Resolved

*THAT APOLOGIES FROM RENATA BLAIR AND SUSSAN TURNER BE RECEIVED.*

#### **2 MINUTES OF THE PREVIOUS MEETING(S)**

##### **2.1 Minutes of the Council People and Culture Committee Meeting held on 21 March 2022**

Received

Minutes of the Council People and Culture Committee Meeting held on 21 March 2022

Resolved

*THAT THE MINUTES OF THE COUNCIL PEOPLE AND CULTURE COMMITTEE MEETING HELD ON 21 MARCH 2022 BE CONFIRMED AS A TRUE AND CORRECT RECORD.*

#### **3 INITIAL ITEMS AND MATTERS ARISING**

##### **3.1 Recommendations for Process for the People and Culture Committee – no recommendations**

###### **3.1(a) Gender Tick Progress Update**

Received

Gender Tick Progress Update Report

Noted in discussion

- AUT will apply for the Gender Tick, to be externally assessed, and use the framework to benchmark benefits and initiatives.
- This is only the start of the gender equality initiatives and is fundamental for all organisations to have in place as a baseline.



- That AUT needs to work at ensuring that the output become part of the culture of the university

#### *Equal Pay*

- As at August 2021, Stats NZ reported that the gender pay gap in Aotearoa was 9.1%. This is based on gender alone and does not include minority groups, where the pay gap is higher.
- AUT's 2022 gender pay gap and ethnic pay gap have been analysed and will be submitted to Council in July. The gender pay gap data will be published through Champions for Change and publicly available.

#### *Leadership Representation*

- Data has been collected and analysed: 64% of key management personnel is made up of women, which is above the 40% target set by Gender Tick.

#### *Flexible Work and Leave*

- The parental leave guide has been updated to include enhanced provisions for caregivers, going beyond the legislated requirements, and will be further reviewed. A number of flexible work policies have also been updated and provide options for staff to work flexibly and take extra leave.
- Hybrid working initiative in the further work of the University in increasing flexibility and will be provided at a future meeting.

#### *Gender Safe Workplace*

- Policies and procedures on preventing sexual harassment and preventing harassment and bullying have been updated. A review and update of our rainbow policy, and guide to support gender transition are currently being finalised.

#### *Gender Inclusive Culture*

- The AUT Diversity Roadmap identifies diversity groups in which urgent action will be aimed including women in areas where they are under-represented and Rainbow. P&C are working on a Diversity, Equity and Inclusion strategy to support a gender inclusive culture.
- Ethnicity is currently collected, and the data will be sent to the Committee and included in the health indicators to be reported to the Committee.
- An initiative is being piloted to provide free sanitary products in selected staff bathrooms. This is already in place for students.

#### Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE UPDATE ON PROGRESS TOWARDS AUT INITIATIVES IN PLACE TO SUPPORT WOMEN IN THE WORKFORCE, THROUGH THE GENDER TICK ASSESSMENT PROCESS.*

### **3.1(b) Building Cultural Capability and Intelligence**

#### Noted in discussion

- The paper is very academic, whereas cultural competency must be lived, and embraced to be understood and should include local narratives as part of the process with less emphasis on academic analysis.
- The Cultural Intelligence Training Programme may miss the essential issues of cultural competency and may appear to aid consciousness in cultural competency, however have no effect in reality on changing behaviours.
- There is however, more than one piece of work underway at the University. Te Tiriti training is underway and encouraging understanding in using Te Reo and provision of an on-line Te

Tiriti course that is available to staff as well as a programme on Tikangi. There are also appropriate programmes in place to guide on Te Tiriti and Māori competency and cultural competency generally.

- Comment was made that there are some different approaches outside of the government Te Tiriti training and that it might be worth considering these.
- The Committee will continue to have oversight of this work to ensure it is relevant to the requirements of the University.

Resolved

***THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE CULTURAL CAPABILITY AND INTELLIGENCE PAPER***

#### **4 BUSINESS**

##### **4.1 Health, Safety & Wellbeing - Health, Safety & Wellbeing Management Committee Minutes of the meeting held on 25 May 2022 and HSW Report May 2022 Table of Actions HEALTH AND SAFETY**

Noted in discussion

- The online system for the HSW Management was demonstrated to the Committee which acknowledged the progress of the University in this aspect of reporting.
- Focus will now be placed on compliance and monitoring trends in reporting and to identify areas where further training is required.
- The technology is sourced from numerous different systems which require manual processes to bring the overall data together.
- The issue is whether staff are committed to this form of HSW reporting and whether staff do access, comply and report as part of their commitment and accountability under HSW rather than merely “ticking boxes”. This will evolve over time with staff communication training support and monitoring.

Resolved

***THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE TABLE OF ACTIONS***

Received

Health, Safety & Wellbeing - Health, Safety & Wellbeing Management Committee Minutes of the meeting held on 25 May 2022

Noted in discussion

- The Director of HSW indicated no concern with compliance. However, the introduction of KPI reporting requires education and support for staff to close off reports and follow up actions.
- A HSW walk will be arranged by the Director HSW for members of the People and Culture Committee before each meeting. This will not only provide learning for Committee and Council members on what to look for from a health and safety perspective but also ensure that the members are aware of health and safety at AUT.

Resolved

***THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE HEALTH, SAFETY & WELLBEING - HEALTH, SAFETY & WELLBEING MANAGEMENT COMMITTEE MINUTES OF THE MEETING HELD ON 25 MAY 2022 AND HSW REPORT MAY 2022***

## 4.2 Wider University Culture and Values

### 4.2(a) Independent Review Recommendations Update Report and 2022 Plan

#### Received

Wider University Culture and Values – Independent Review Recommendations Update Report and 2022 Plan

#### Noted in discussion

##### *Progress*

- AUT is on track to wrap up the Independent Review project by the end of 2022.
- The team is currently reviewing work undertaken by other universities (UoA and ANU) as well as how allegations of sexual harassment are managed, for indications of best practice in the tertiary sector.
- The Group Director People and Culture is working with the chairs of the CCTG to discuss any concerns, current and historic, that the CCTG has. Part of the work of the CCTG is to look at changes that have occurred and also what could change in the future from the learnings of the past.
- Implementation of the EARS service has had a positive impact in the University environment.

##### *Future Work*

- A comment for consideration was made-that a significant trap is asking the that we think important and answer them ourselves. Whereas it is the issues that someone who is a critic of the University or deeply concerned in this area, may ask. It is a mistake to review the University's work through a favourable lens. It is important to talk a step back, and review objectively. The committee should ensure that they are critical in their listening and not just accepting when receiving these reports

#### Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE WIDER UNIVERSITY CULTURE AND VALUES – INDEPENDENT REVIEW RECOMMENDATIONS UPDATE REPORT AND PLAN MAY 2022*

### 4.2(b) Eke Tangaroa Programme Update

#### Received

Eke Tangaroa Programme Update Report

#### Noted in discussion

##### *Recruitment*

- Recruitment for the 2022 cohort is currently underway with the new intakes commencing February 2023. There has been a very positive response, with 30 applications from candidates identifying as either Māori or Pacific.
- A dedicated page for Eke Tangaroa has been created to promote the programme and provides potential applicants with programme information.

#### Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE DIVERSITY AND INCLUSION - EARLY CAREER ACADEMIC (ECA) PROGRAMME REPORT - EKE TANGAROA PROGRAMME UPDATE*

## 4.3 Attraction, Development and Retention of Academic and Professional Staff

No Report

#### 4.4 Remuneration and Reward

##### 4.4 (a) Academic Promotions & Progression Report

Received

Academic Promotions & Progression Report

Noted in discussion

*Overview*

- The promotions process is well established and in 2022, the process has been further simplified by moving to an on-line portal. In the last 2 years, a total of 155 successful academic promotions applications have been received.

*Analysis by Gender and Ethnicity*

- There has been an increase over the last 2 years in applications by female academics and an increase in promotion of female academics at the Professor and Senior Lecturer levels.
- There is now a specific shift of focus to increase the number of Māori and Pacific academics applying for promotions through targeted mentoring and coaching.

*Further Initiatives to Support Promotion of Māori and Pacific*

- There is a new academic promotion pathway to support the promotion of Māori and Pacific staff by shifting criteria that could have hindered the promotion and mentoring opportunities for these staff in the past.
- More work will be done to identify staff who are ready for promotion and/or mentoring for promotion, and ensuring staff have a deeper understanding of the promotion process and are supported and mentored.
- There was debate as to the most appropriate way to build capability in Māori and Pacific staff. They can be attracted at an entry level to join the University and then assisted through individual development and promotion with support and encouragement. Alternately the University could seek more senior Māori and Pacific academics through strategic hiring and a targeted recruitment process which would require additional funding to progress. This would optimise recruitment and the attraction of entry level Māori and Pacific academics. Attracting high level Māori and Pacific academics is competitive. Successful recruitment packages have included housing in comprehensive employment packages.
- There was discussion regarding the current university process where staff chose to apply for self promotion as opposed to the University becoming more proactive in identifying staff whom may fit the criteria for promotion -noting also that it may be that Māori and Pacific staff and women may be less likely to seek mentoring and/or promotion at their own volition.
- Also information also indicates that women who are unsuccessful at a promotion are less likely to apply again.

Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE ACADEMIC PROMOTIONS & PROGRESSION REPORT*

##### 4.4 (b) Professional Progression Report June 2022

Received

Professional Promotions & Progression Report

Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE PROFESSIONAL PROMOTIONS & PROGRESSION REPORT*

**4.4 (c) AUT Remuneration Policies and Competitiveness of Salary Scales**

Received

Competitiveness of Salary Scales Report

Noted in discussion

- Staff apply for salary progression and the staff member's manager provides a view on whether the progression should be allowed or not. A panel considers each application on its merit. The University should be mindful that each application is based on merit.
- People and Culture is involved in with job resizing and market forces allowances and the University needs to take care that salary increases using these criteria, are warranted and justified. It was considered that succession planning should help when People and Culture are considering this-

Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE COMPETITIVENESS OF SALARY SCALES REPORT*

**4.4 (d) Gender Pay Gap**

Received

Gender Pay Gap Report

Noted in discussion

- The participation of Māori in the AUT workforce is low. The participation by Pacific is also low (at 17% of the mean) and is skewed by the large numbers of hourly paid Pacific workforce in specific areas.
- The report in its current form is difficult to interpret and a more intuitive and descriptive paper will be developed by the Chair and the Group Director and provided to the Committee at its next meeting.
- Specific actions in an Ethnicity Gender Pay Gap programme, to reduce the gender pay gap for Māori and Pacific women should be developed, implemented and measured alongside the general interventions to reduce the gender pay gap in the wider University.

Resolved

*THAT THE COUNCIL PEOPLE AND CULTURE COMMITTEE RECEIVE THE GENDER PAY GAP REPORT*

4.5 **Diversity and Inclusion** – see item 4.2(b)

**5 OTHER BUSINESS**

**5.1 Organisational Health Indicators**

**To be deferred to the next meeting**

**5.2 Student Wellbeing Report - Group Director Student Services and Administration**

Noted in discussion

- There are various layers of interventions provided to students according to their health and wellbeing need, however, the University services cannot replace the provision of health services through the public health system.
- The ethnic breakdown of those accessing services is helpful, however, it is difficult to know the number who are not accessing and/or not attending.
- Alternative options for the wellbeing for Māori would include engaging in an indigenous and holistic approach, from the person to the use of product. This will be provided to a

further meeting of the Committee. Marama indicated that she can put AUT in contact with the appropriate information/people if AUT staff do not have the contacts

- That it would be valuable for this report to be distributed to all staff.

**6 TERMINATION OF MEETING**

The meeting terminated at 2.03 pm

**7 NEXT MEETING**

Date: 14 November 2022

Time: 12:00 pm – 2.00 pm

Meeting	Matters Arising	Status/Due Date	Who
18 July 2022	<p><b>3.2(a) Gender Tick Progress Update</b></p> <ul style="list-style-type: none"> <li>• Ethnicity is currently collected, and the data will be sent to the Committee and included in the health indicators to be reported to the Committee.</li> <li>• data on ethnicity is currently collected will be sent to the Committee and in future be included in the health indicators to be reported to the Committee.</li> <li>• that the gender information on Council be collected and added to the analysis and sent to the Council for completeness</li> </ul>	November 2022	Group Director People and Culture  Council Secretary
	<p><b>3.1(b) Building Cultural Capability and Intelligence</b></p> <ul style="list-style-type: none"> <li>• That management discuss with Marama Royal other approaches being considered in the Te Tiriti training</li> <li>• That Group Director of People and Culture and chair of P&amp;C discuss the most effective way to keep the committee informed of the progress</li> </ul>	November 2022	Group Director People and Culture
	<p><b>4.1 Health, Safety &amp; Wellbeing - Health, Safety &amp; Wellbeing</b></p> <ul style="list-style-type: none"> <li>• A HSW walk will be arranged by the Director HSW for members of the People and Culture Committee before each meeting. This will be provide learning on Committee and Council members for what to look for from a health and safety perspective.</li> <li>• That the potential health and safety areas for the committee to visit are identified and that management provide information related to the safety walk to help the committee identify the appropriate issues.</li> </ul>	November 2022	Director HSW
	<p><b>4.4 (c) AUT Remuneration Policies and Competitiveness of Salary Scales</b></p> <ul style="list-style-type: none"> <li>• That AUT’s approach to succession planning be considered by the committee.</li> </ul>	November 2022	Group People and Culture
	<p><b>4.4 (d) Gender Pay Gap</b></p> <ul style="list-style-type: none"> <li>• The report in it’s current form is difficult to interpret and a more intuitive and descriptive paper will be developed by the Chair and the Group Director and provided to the Committee at its next meeting.</li> <li>• Management will develop an ethnicity pay gap plan and will consider different ways views to look at the gender pay gap information</li> </ul>	November 2022	Group Director People and Culture and the Chair
	<p><b>5.2 Student Wellbeing Report</b></p>	November 2022	Group Director Student Services and Administration

	<ul style="list-style-type: none"><li>• Alternative options for the wellbeing for Māori would include engaging in an indigenous and holistic approach, from the person to the use of product.</li><li>• Student well-being report will be distributed to all staff</li></ul>		
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<b>Part A</b> <b>OPEN AGENDA ITEM</b>	<b>8</b>
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## **Council Agenda Paper**

Subject: **HEALTH, SAFETY & WELLBEING REPORTS**

Date: 8 July 2022

Author: Beth Bundy, Groupd Director People and Culture and Dave Pinchen, Director of Health, Safety and Wellbeing

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE HEALTH, SAFETY AND WELLBEING REPORTS FOR MAY AND JUNE 2022*

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## Monthly Health, Safety & Wellbeing Summary May 2022

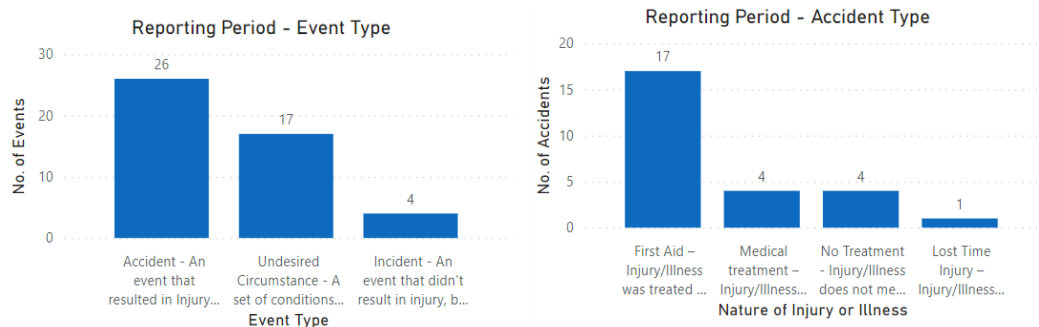
### Highlights - Working Well Workshop

We delivered our First Working Well Team Workshop to the Social Sciences and Public Policy school in May. Working Well workshops are offered to entire teams and departments rather than sessions with individuals from around the University. In this workshop, the team explored mental health, wellbeing, and resilience and what keeps staff well at work using the five ways of wellbeing. Attendees are provided with a safe space to share thoughts and ideas and work together to apply what they have learned to create a personalised team wellbeing plan. Feedback indicated that the team-based approach is appreciated as it helped keep the wellbeing conversation flowing and top of mind.

### Risks - Completion of Monthly KPIs

The reporting of undesired circumstances remains low, and around two-thirds of the University is yet to log one this year. The low submission rate has contributed to the 45% increase in accidents compared to the previous month. Equally, three-quarters of the organisation is yet to complete a monthly focussed inspection in 2022. Around a quarter of these areas have not been submitted since the start of 2021. The KPIs aim to help SLT members and People Leaders with their duties as well as raise the profile of Health, Safety and Wellbeing by keeping it front of mind. We continue to encourage SLT members and People Leaders to use the KPI tools to guide and engage their teams with Health, Safety and Wellbeing and log them using the simple tools provided to manage their due diligence obligations.

### Performance (Lagging Indicators)



Seventeen of the twenty-six accidents required first aid, and four required medical treatment. One was classified as a lost-time injury – injury/illness that resulted in days away from work beyond the day of injury or onset of illness.

Lost Time Injury (LTI) relates to a staff member slipping outside the WY building, resulting in bruising to multiple areas and two days of lost time. Estates, HSW and the Faculty are looking at a more appropriate surface covering.

### Projects Update

Digital HSW Solution – Project team, have taken two vendors forward to the final stage and a more in-depth discussion on their proposal. The preferred vendor will be appointed by the end of June.

Psychological Safety – A three-part workshop is in development; a staff survey has been created. An ELT paper will be submitted, requesting the opportunity to present the project and asking for support.

Wellbeing Framework – The THRIVE platform has been launched, and wellbeing challenges are being developed. The first personal challenge is linked to Matariki.



## Monthly Health, Safety & Wellbeing Summary June 2022

### Highlights - Digital HS&W Risk Management Platform

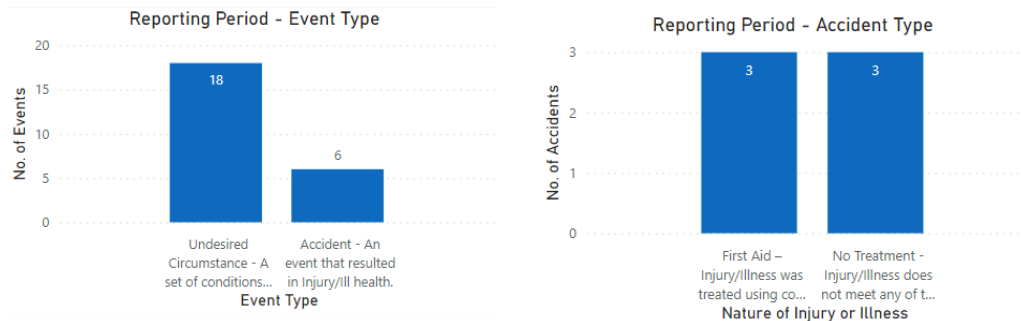
The project procurement team have entered the stage where we are finalising the commercial requirements and negotiating terms and conditions with our recommended supplier. The team expects to have an agreement ready to be signed by the end of July. Once signed, we aim to begin the implementation of the new platform in early August.

### Risks - Completion of Monthly KPIs

Like last month, only around a third of the University is engaging with the monthly KPIs. Analysis shows that around a third of the University is yet to log an HSW Korero/team engagement. A quarter of the University has still not logged an HSW Korero/team engagement since the KPIs began in 2021, with two of these areas not supplying any staff to take part in HSW audits. Sixty per cent of the organisation has not completed a monthly focussed inspection for the period; a similar number are yet to complete a focussed inspection in 2022. The reporting of undesired circumstances is still low, with an increase of one from last month and over half of the University still yet to log one this year.

### Performance (Lagging Indicators)

Twenty-four events were recorded overall for June, a decrease of twenty-three from May. Six of these were categorised as accidents (an event that resulted in injury/ill-health), compared to twenty-six in May.



Of the -six accidents, three required first aid, and three needed no treatment. There have been no other categories of accidents recorded for the period.

In June, we recorded no psychosocial events or near-miss events.

Eighteen undesired circumstances were proactively reported in the period, an increase of one from last month. The majority involve unsafe conditions for building-related issues (lifts and escalators), followed by potential slips, trips or falls on the same level due to the winter weather.

Two unsafe acts relate to 3<sup>rd</sup> party behaviour (urinating on a lift; under the influence of drugs/alcohol adjacent to the ECE). The Security and Estate Facilities teams are aware of all events and have increased their presence where needed.

### Projects Update

Digital HSW Solution – See highlights for current progress.

Psychological Safety – A three-part workshop continues to be developed and refined; the steering group are looking at existing development opportunities and seeing how they can fit into the broader program.

Wellbeing Framework – A wellbeing round-table is being created to look at how staff and students, community and cultural groups (rainbow, chaplaincy, etc.) might be able to align and bring a more consistent focus to wellbeing.



<b>PART A</b>	<b>10</b>
<b>OPEN AGENDA ITEM</b>	

## Council Agenda Paper

Subject: Strategic Report

Date: 25 July 2022

Author: Walter Fraser Assistant Vice Chancellor-Pacific Advancement and Michael Collins-  
Manager Projects and Special Initiatives, Office of Pacific Advancement

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE STRATEGIC REPORT FROM WALTER FRASER ASSISTANT VICE  
CHANCELLOR PACIFIC ADVANCEMENT*

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<b>PART A</b>	<b>13.1</b>
<b>OPEN AGENDA ITEM</b>	

## Council Agenda Paper

Subject: **UPDATE FROM AUTSA**

Date: 25 July 2022

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**RECOMMENDATION:**

*THAT COUNCIL RECEIVE THE VERBAL UPDATE FROM THE PRESIDENT OF AUTSA*

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